

# SCATTERED PIECES



Helping the Hardest to Serve

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Have you ever...

- ... lived through poverty?
- ... been homeless?
- ... been sexually abused by a family member or raped and forced into prostitution?
- ... watched one or both parents get high off crack?
- ... witnessed violence between your parents?
- ... visited a parent in prison?
- ... heard stories of how your ancestors were slaves, brutally forced off their land, or lived through traumatic events?
- ... lived in foster care?
- ... beat up and called humiliating names by a parent?
- ... beat up, called humiliating names, or discriminated against because of your color or race, religion, sexuality or age?
- ... lost hope to the point you wanted to commit suicide?



Those raised in poverty, victims of sex and human trafficking, ex-offenders and those experiencing homelessness, most likely experienced multiple items on that list and have one or more of the following...

...adverse childhood experiences or ACEs.

...historical trauma (Native American).

...posttraumatic stress disorder or PTSD (African American).

...some degree of trauma or multiple traumas.

These populations are considered the hardest to serve, and most of them share these common experiences or traumas.

Everyone has a story.

# Trauma

Research shows trauma has long-term effects on the well-being and functioning for children, adults, families, and the community. By understanding the impact of trauma, we are better equipped to understand people we work with.

- **ACE:** An assessment tool used to help practitioners understand the impact trauma played in the developmental years of a child; scaled from mild to severe trauma.

<http://www.gundersenhealth.org/ncptc/trainings/on-site/from-trauma-to-resilience>

- The severity of the impact depends upon individual scores.
- ACEs are associated with behavioral issues.

- Still face experiment:

<https://www.youtube.com/watch?v=apzXGEbZht0>



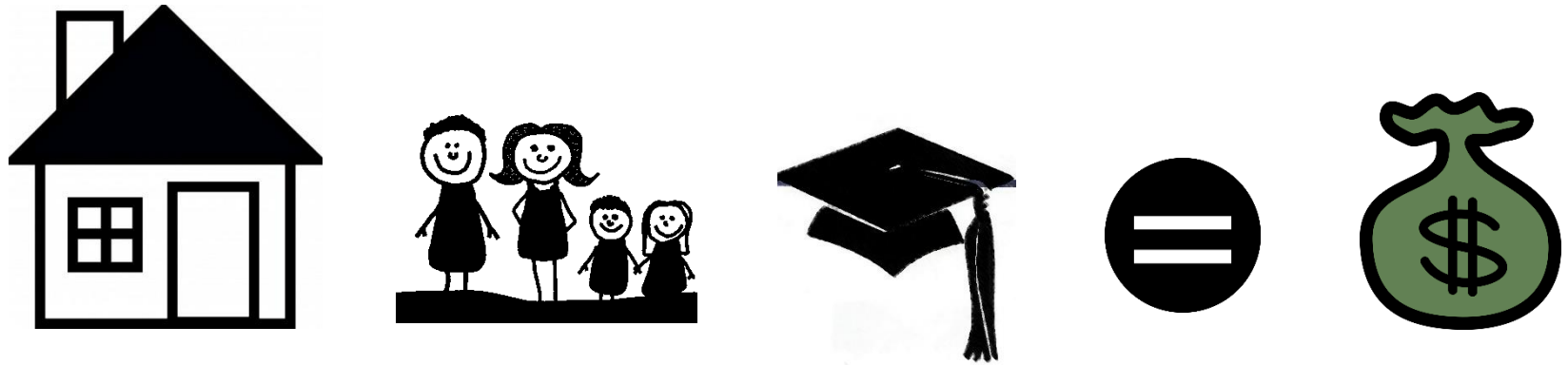
- **Historical Trauma:** A condition explains current problems facing many Native Americans. It purports that some Native Americans are experiencing historical loss symptoms (e.g., depression, substance dependence, diabetes, dysfunctional parenting, unemployment) as a result of the cross-generational transmission of trauma from historical losses (e.g., loss of population, land, and culture).

<http://tpcjournal.nbcc.org/examining-the-theory-of-historical-trauma-among-native-americans/>

- **PTSD:** Is a severe and chronic condition that may occur in response to any traumatic event. One major factor in understanding PTSD in ethnoracial minorities is the impact of racism on emotional and psychological well-being. Racism continues to be a daily part of American culture, and racial barriers have an overwhelming impact on the oppressed.

<https://www.psychologytoday.com/blog/culturally-speaking/201305/can-racism-cause-ptsd-implications-dsm-5>

# The American Culture Path

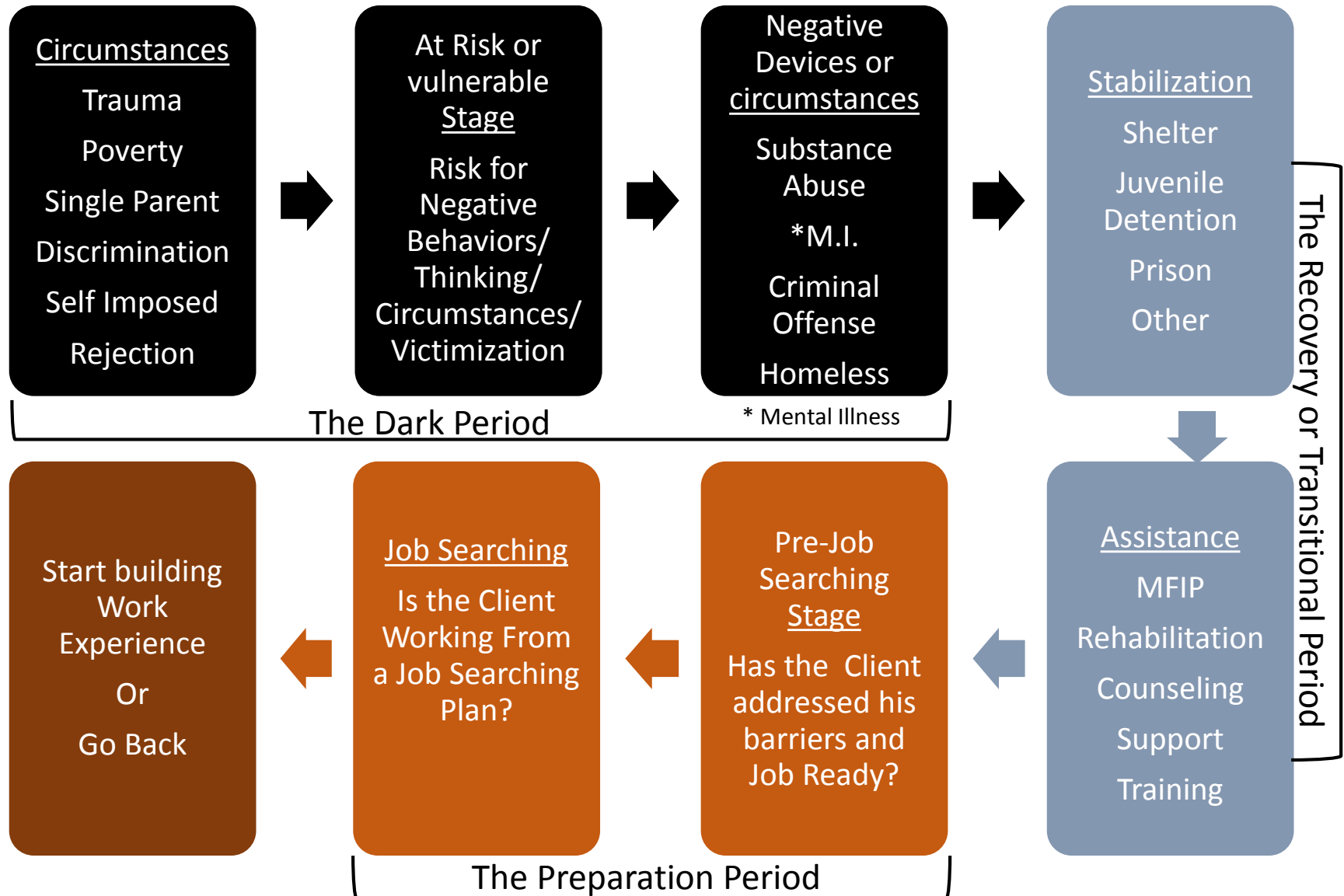


A steady path of opportunities to build life long skills and lessons, academic accomplishments, positive experiences and strong characteristics.

A conventional system:

- that has been past down to generations,
- that the privileged has enjoyed or experienced to some degree,
- Where people are able to build living assets,
- people are judged on, promoted by and respected, and
- that path or way life doesn't apply or work for everyone.

# The Social Service Path: A Non-Conventional System





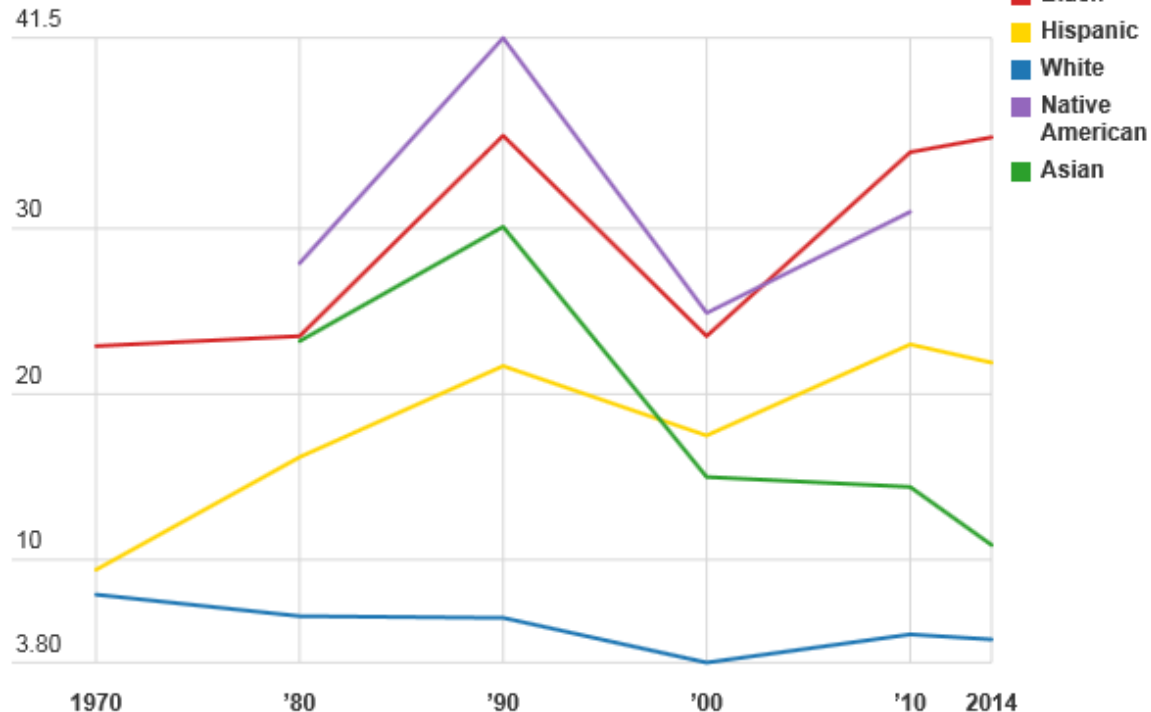
Employers seek out hard skills and strong characteristics.

Characteristics of Traumatized People	Characteristics of Un-traumatized People
<ul style="list-style-type: none"><li>• Shame</li><li>• Embarrassed</li><li>• Worthless</li><li>• Fear of being Judged</li><li>• Confused</li><li>• Insecure</li><li>• Anxious</li><li>• Survival mode</li></ul>	<ul style="list-style-type: none"><li>• Esteem</li><li>• Composed</li><li>• Valuable</li><li>• Approved</li><li>• Clear</li><li>• Confident</li><li>• Assured</li><li>• At Ease</li></ul>
Characteristics guide a person's choices. People and programs typically don't address them; yet, they are key to making good job/career choices and the ability to compete.	

# Poverty by Race

## Families in poverty

Percentage of poor families by race



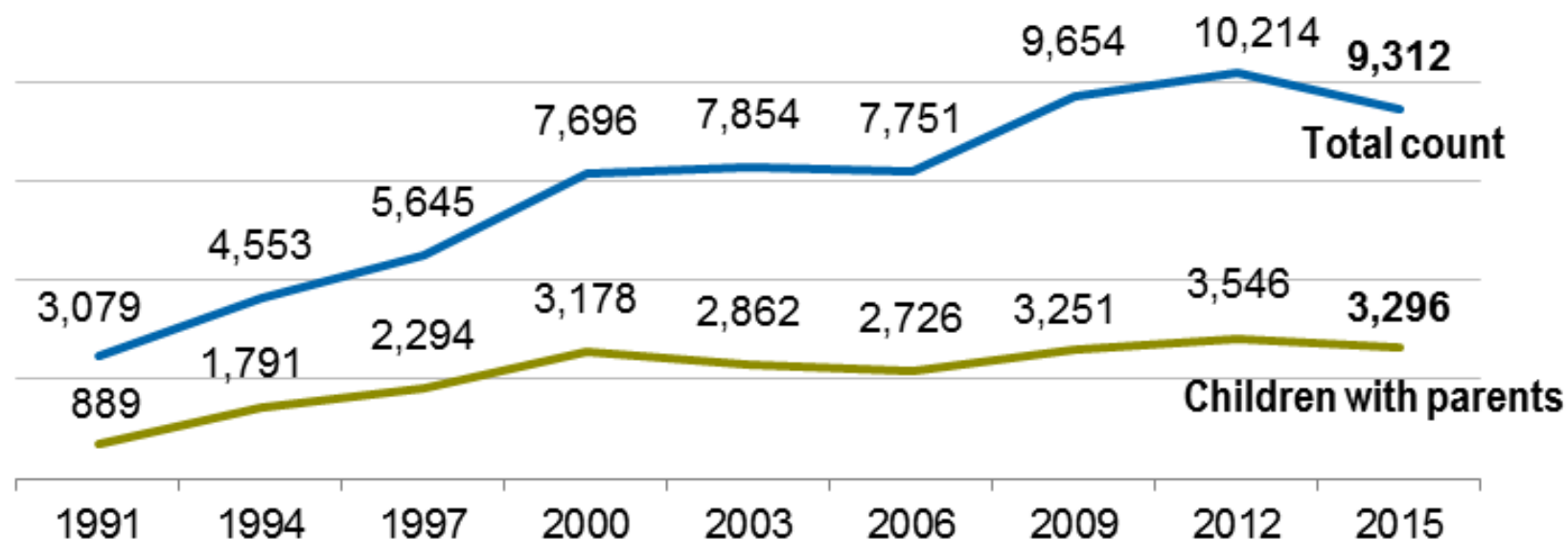
*Hispanic can be people of any race.*

“Our communities of color are not liabilities to be managed but assets to be realized. If Minnesota wishes to remain competitive, it must invest in an economy that works for all Minnesotans.”  
~ Shawntera Hardy, recently appointed commissioner of MN DEED

Source: <http://www.twincities.com/2016/04/29/minnesotas-racial-disparities-worsening-why-and-why-it-matters/>

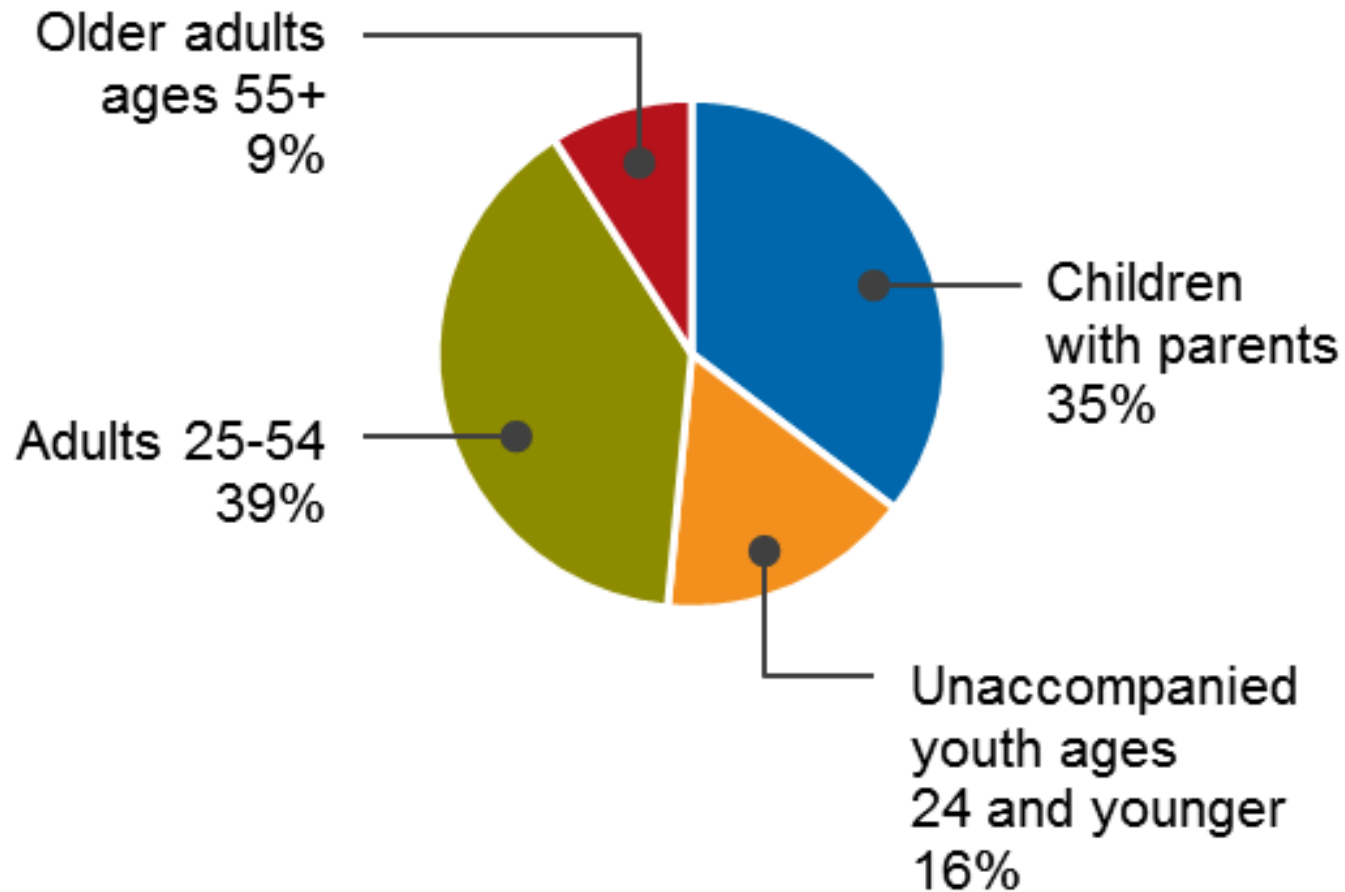
# MN Population of those Experiencing Homelessness

Total: 9,312 homeless adults, youth, and children were counted, down 9 percent from 2012. One-night study counts of the Minnesota homeless population from 1991-2015.



Source: <http://mnhomeless.org/minnesota-homeless-study/homelessness-in-minnesota.php#3-3507-g>

## NUMBER OF HOMELESS PERSONS BY AGE GROUP



Source: <http://mnhomeless.org/minnesota-homeless-study/homelessness-in-minnesota.php#3-3507-g>

## 2015 COUNTS BY METRO AND GREATER MINNESOTA, AND SHELTERED VS. NOT IN SHELTER

	Metro in shelters	Metro <u>not</u> in shelter	Total Metro	Greater MN in shelters	Greater MN <u>not</u> in shelter	Total greater MN
Unaccompanied minors (17 and under)	82	50	132	37	44	81
Young adults (18-21)	350	130	480	187	112	299
Young adults (22-24)	243	62	305	109	57	166
Adults (22-54)	2,106	344	2,450	770	417	1,187
Older adults (55 and over)	544	93	637	117	89	206
Children (<18) with parents	2,115	83	2,198	917	181	1,098
<b>Total</b>	<b>5,440</b>	<b>762</b>	<b>6,202</b>	<b>2,137</b>	<b>900</b>	<b>3,037</b>

*Note: This table does not include 73 homeless whom age is not known. It also does not include homeless person counted as part of the Reservation Homeless Study. Counts of homeless and near homeless on American Indian Reservations will be released later this year.*

Source: [http://www.wilder.org/Wilder-Research/Publications/HomelessStudyTables2012/StatewideMNadult2012\\_Tables188-198.pdf](http://www.wilder.org/Wilder-Research/Publications/HomelessStudyTables2012/StatewideMNadult2012_Tables188-198.pdf)

# Those Who Experience Homelessness

Start with not stigmatizing this population by labeling them homeless.

- Some have or had drug and alcohol issues.
  - Some have varying degrees of mental health issues.
  - Most fell on hard times, difficult circumstances or lack family support, e.g., job loss, divorce and college students on their own.
  - Older people are impacted by age discrimination.
- Melvin: 32 year-old man went to Dorothy Day after he lost his job and home, and became hopeless. As he laid on a floor mat, he told another man that he didn't have bus fare for a job interview at a sandwich shop the next day. The man gave him a token. After 90 days, Melvin, sleeps in a shelter with a bed, was promoted to a manager position and bought a car, which is insured.
  - Marcus: an older man, interacts with no one. He just hangs out at Dorothy Day. Some years ago, his entire family was lost in a house fire.



# Sex Trafficking

While a truck driver sat parked at a truck stop one night, he saw a man enter a travel trailer, watch it violently shake, and then leave. Later after another man came and left, he saw a women's hand reach for a window and look out helplessly. Within minutes her hand was quickly pushed down and the curtains sealed shut. After another man entered the trailer and left, the truck driver grew suspicious and called the police to check it out.

That phone call saved the life of that teenage girl. When found, she was tied up to a bed, underweight, beat up and scarred with cigarette burns.

This horrific story is only one of millions related to sex trafficking.



- At least 21 million adults and children are being trafficked for labor and sex at any given time.
  - Of that number, 11.4 million are women and girls and 9.5 million men and boys.
  - Human trafficking, by its nature, is a clandestine, hidden crime.
  - Victims do not self-identify as victims
- The Safe Harbor Law: Sexually exploited youth are no longer prosecuted for a sex crime, but treated as a victim
  - MN Regional Navigators: Connect youth to victim services
  - 10 Safe housing locations and 15 victim-centered services

Source: The advocates for Human Rights to support the implementation of Safe Harbors in Minnesota.

# Labor Trafficking

- **What is it:** A form of modern day slavery. Traffickers abduct or lure people through false job offers. Victims are beaten, given little food and live in squalid conditioners. **Companies profit off items produced and farmed at the hands of slaves:**
  - Cheap clothing, chocolate, palm oil, rubber for tires, knock off handbags, diamonds, electronics and pornography
- **Victims:** male and female, adults and youth, educated or lack of education or any social economics. US has undocumented immigrants workers who are trafficked (California and Texas)
- **Types of industries where labor trafficking can be found**

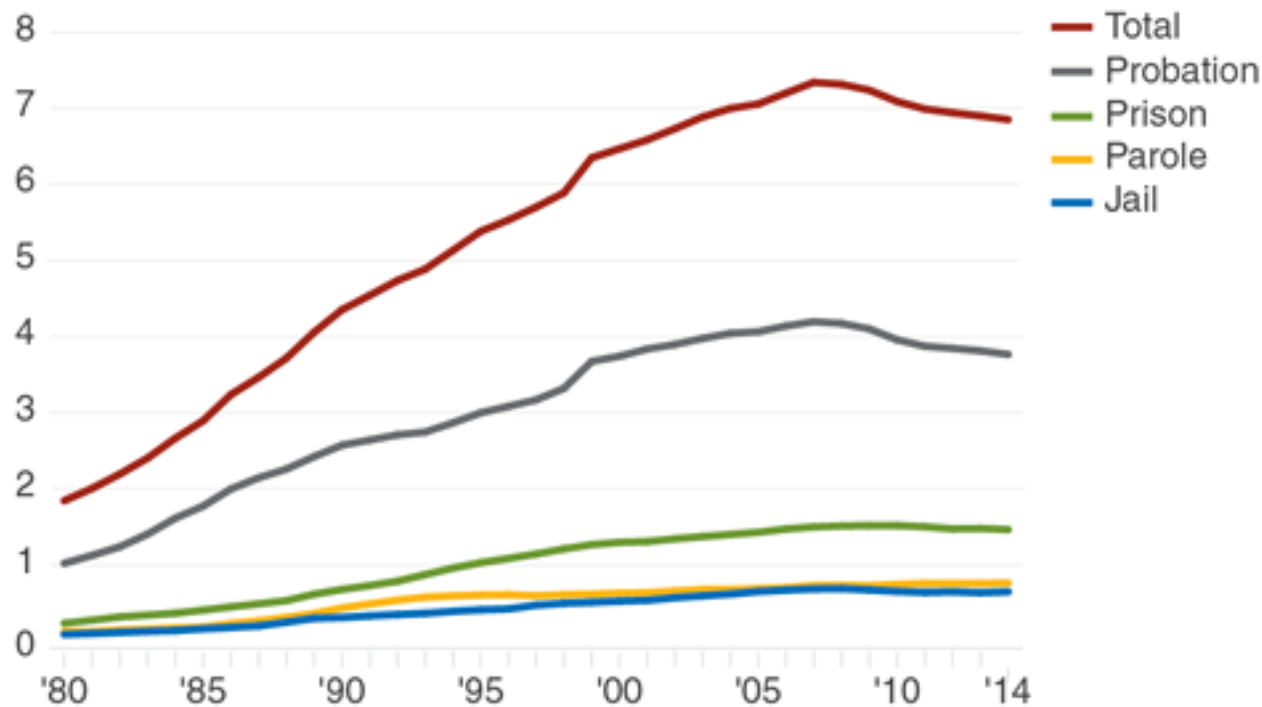
<ul style="list-style-type: none"><li>• Domestic service</li><li>• Commercial agriculture</li><li>• Factories</li><li>• Construction</li></ul>	<ul style="list-style-type: none"><li>• Domestic service</li><li>• Hospitality industry</li><li>• Custodial work</li><li>• Forced begging/Pan handling</li><li>• Food Processing plants</li></ul>	<ul style="list-style-type: none"><li>• Brick layers</li><li>• Hog farmers</li><li>• Tree cutters</li></ul>
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Source: <http://www.wilder.org/Search/pages/results-reportssearch.aspx?k=trafficking>

# Ex-Offender Population

## Total adult correctional population, 1980–2014

Number (in millions)



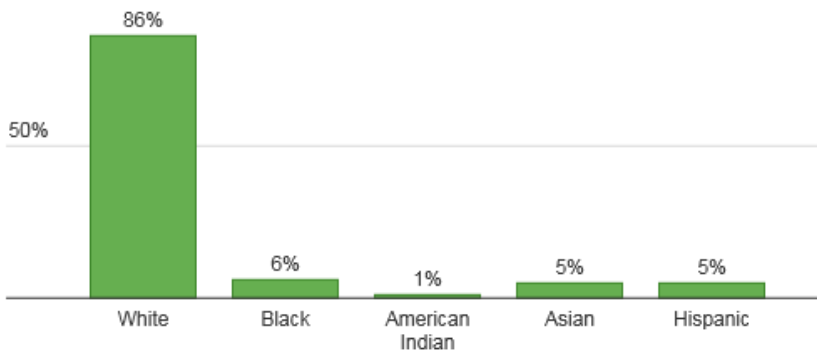
Source: Bureau of Justice Statistics, Annual Survey of Jails, Annual Survey of Parole, Annual Survey of Probation, Census of Jail Inmates, and National Prisoner Statistics, 1980–2014.

Total: 2014  
over 6 million.  
Consider  
those in the  
system will or  
currently need  
assistance  
with  
employment.

Source: <http://www.bjs.gov/index.cfm?ty=kfdetail&iid=487>

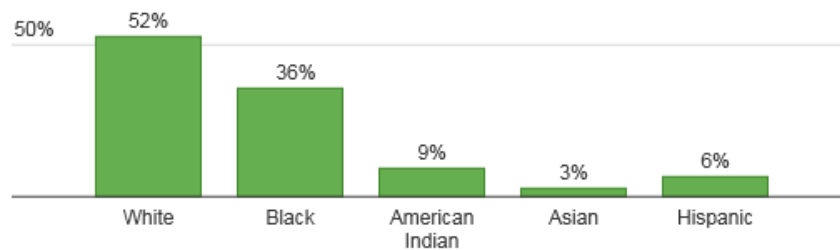
# Racial Disparities

Percentage of State Residents    Percentage of Prisoners



Source: [Minnesota Department of Corrections Get the data](#)

Percentage of State Residents    Percentage of Prisoners



Source: [Minnesota Department of Corrections Get the data](#)

“As shown in the charts, only about 6 percent of Minnesotans are black, according to 2014 census estimates. Yet nearly 37 percent of the state’s prison population is black. American Indians make up about 1 percent of the population and more than 9 percent of prisoners.”

Source: <http://www.startribune.com/minnesota-sends-minorities-to-prison-at-far-higher-rates-than-whites/374543811/>

# Working with Ex-offenders

- Upon release:
  - They are not aware of laws or societal rules
  - Some are afraid they'll slide back, or don't care, or afraid to leave
- Support:
  - Patience is needed
  - Make them feel welcome
  - People to talk to about their situation:
    - They are in crisis mode
    - How to navigate systems, technology, and employment landscape
    - Housing
    - Stress
- Not enough staff, reentry programs, resources or mental illness services



# Putting the Pieces Together

Know who you are serving. These populations require understanding, patience, engagement, assistance with options, and guidance on planning, so they can successfully move through a non-conventional path.

- Meet them where they are at!
- Don't judge them for their past, mistakes or decisions
- Motivational interviewing is the most effective approach to helping them make decisions that are right for them
- Right time and right service
- Services should be aligned with other local services that meet their needs
- Career Pathways or Adult Basic Education
- More soft and life skills workshops are needed
  - The 3 As: Attendance, Ability and Attitude

# Job Readiness!

- Create a standard check-off list:
  - Stable
  - Barriers addressed and dealt with
  - Characteristics reviewed, discussed and dealt with
  - Training and credentials
  - Job searching plan
    - Identify transferrable skills (drug dealers maybe good at sales and a sex victims are street smart)
    - Strength based approach
      - Jobs that suit their strengths
  - Resume – tailored to each job
  - Gaps in employment discussed on how to answer them
  - Mock interviewing
  - Social networks/job clubs
  - Dress for success

# Entities and People Involved with These Populations

## Each Influence The Other

Policy Makers	Direct and In-direct Services	Financial Contributors	Advocates	Volunteers	Bystanders
<ul style="list-style-type: none"> <li>• Decision makers</li> <li>• Federal, state, local and boards</li> <li>• Decisions are based on need, rules, regulations, budgets, and goals and missions</li> <li>• Influenced by demand, community leaders, events, and biases</li> </ul>	<ul style="list-style-type: none"> <li>• Work directly with clients and communities</li> <li>• Provide support services</li> <li>• Shelters</li> <li>• Training programs</li> <li>• Services that support these communities and promote well being</li> <li>• Program counselors, specialists, administrators and planners</li> </ul>	<ul style="list-style-type: none"> <li>• People who financially support service providers or advocate groups</li> <li>• Tax write off</li> <li>• People who would rather give money than get directly involved</li> </ul>	<ul style="list-style-type: none"> <li>• Entities and people who work on prevention efforts, provide support services and work for equality and human rights and end injustices</li> <li>• Social solutions agencies</li> <li>• Groups</li> <li>• Individuals</li> </ul>	<ul style="list-style-type: none"> <li>• People who seek experience working in a this area or with these populations</li> <li>• People who want to help these populations or and want to make a positive difference in their lives and society</li> <li>• People who fill in the gaps</li> </ul>	<ul style="list-style-type: none"> <li>• People who don't want to get involved</li> <li>• Don't know what to do</li> <li>• Disgusted by what they see and hear about these populations</li> <li>• May feel that there is nothing they can do</li> <li>• Too busy or dealing with personal issues</li> <li>• Impart biases on others</li> </ul>

# Take Away...

- 1) Know who you are serving, treat every person as an individual.
- 2) Trauma has a greater impact on these populations than what is being discussed as it relates to providing and aligning the right services; their children are at high risk for ACEs.
- 3) These populations most likely travel the social service path and need to be seen through a non-conventional lens.
- 4) Job readiness development is critical in the pre-job searching stage, so aligning the right services are needed (partnerships).
- 5) Each entity and person has some degree of impact on these populations.

One last thought, if we don't invest in these populations and create policies and laws that help them overcome their circumstances, the costs to support them directly or indirectly will continue to rise and the cycle of poverty won't end for millions of them.

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Thank you for attending the presentation.